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The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

A study of 1983-1984 beginning offers / Formal Report No. 2, March 1984

The nation's economic recovery continues to gain speed in most sectors. The mood is upbeat. Although some companies feel that the expansion is slowing, they still think that 1984 will be a good year—their best in some time.

One by-product of the expansion is an increase in college recruiting activity. However, starting salary offers have remained fairly stable. Only slight upward movement has been reported.

Conversations with employers indicate several reasons for this trend. First, with inflation apparently under control, employers feel less pressure to escalate salaries. Second, companies just pulling out of lean times are unwilling or unable to increase starting rates. They also recognize that there is a pool of new graduates anxious for jobs. This year's graduates, having witnessed the effects of the recession on recent classmates, have more modest expectations. They seem to feel that things are good, but not that good—at least not yet. And, while they see activity picking up, most are not willing to press their luck.

Third, many employers still remember the problems of internal salary compression that they struggled with during the years of spiraling increases in starting rates, and none are anxious to face those problems again. Therefore, most are committed, at least in the short term, to holding the line on starting salaries.

When employers do talk of possible salary increases, their projections through the end of the year are between 3 percent and 6 percent. That train of thought is supported by the data in this report. Averages in six disciplines at the bachelor's level are still below the July figures. However, a number of disciplines have inched up slightly since the beginning of the year.

For example, in the December report, accounting posted a 2.7 percent gain over July's figure. This has grown to 3.6 percent for a monthly average of $1,622. Measured gains also have been reported in some engineering salaries. Although averages in several of the limited-volume categories, such as geological engineering, mining engineering, and petroleum engineering, have actually dropped since July, others are slightly ahead and continue to creep up as the year progresses. Increases in engineering ranged from less than 1 percent to 6.5 percent.

As usual, petroleum engineering drew the highest salary offer—$2,528 per month. However, hit hard by the downturn in the oil industry, the average is still below the July figure of $2,568.

On the other hand, this may be a brighter year for chemical engineers. After slipping in the December report, chemical engineering regained its traditional second-place position in the January report and remains in that spot in this report. The volume of offers in this category is up significantly since the January report and the average salary, which was below the July figure at that time, has now moved up to $2,273, a 2 percent increase over the July figure.

The three business disciplines each received significantly more job offers, compared with this time last year. And each increased in salary average, with increases ranging from 1 percent to 4 percent. Computer science recorded a major increase in reported job offers and a monthly salary average of $2,004, up 3.3 percent since July.

Repeating the pattern observed at the bachelor's level, the number of offers increased dramatically in most of the graduate programs, but starting salaries in more than half of the programs are below the closing offers in the July survey. Those categories reporting increases generally made gains of just under 2 percent to 8.3 percent.

The March report covers the period from September 1, 1983, through March 2, 1984. The data include offers made to students graduating between September 1, 1983, and August 31, 1984.

Additional copies of this report can be obtained by CPC members and subscribers to the *Salary Survey* package for 75 cents each.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Formal reports are issued in January, March, and July. A Preliminary Report is issued in December and a Summer Supplement in October.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers March 1984	Number of Offers March 1983	Average $ Offers March 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	3,454	2,833	$1,622	$1,565	3.6%	$1,833	$1,625	$1,467
Business—General (incl. Mgmt.)	1,385	873	1,504	1,486	1.2	1,958	1,492	1,100
Marketing & Distribution	594	393	1,468	1,411	4.0	1,833	1,419	1,140
Humanities and Social Sciences								
Humanities	153	125	1,339	1,380	- 3.0	1,833	1,300	900
Economics[1]	87	58	1,443	1,590	- 9.3	1,800	1,458	1,000
Other Social Sciences	267	229	1,310	1,320	- 0.8	1,750	1,258	917
Engineering								
Aeronautical	142	155	2,121	2,004	5.8	2,345	2,133	1,794
Chemical	629	458	2,273	2,228	2.0	2,450	2,308	2,050
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	415	239	1,883	1,869	0.8	2,300	1,833	1,500
Electrical (incl. Computer Engrg.)	3,053	2,431	2,175	2,128	2.2	2,375	2,210	1,900
Geological	26	16	1,988	2,089	- 4.8	2,550	2,271	1,000
Industrial	340	271	2,105	2,048	2.8	2,333	2,125	1,833
Mechanical	1,642	1,225	2,173	2,096	3.7	2,397	2,195	1,917
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	93	76	2,197	2,146	2.4	2,361	2,250	2,000
Mining	22	13	1,947	2,041	- 4.6	2,500	1,979	1,125
Nuclear (incl. Engrg. Physics)	26	29	2,214	2,078	6.5	2,340	2,236	2,080
Petroleum	179	130	2,528	2,568	- 1.6	2,850	2,600	2,025
Engineering Technology	339	228	2,061	2,006	2.7	2,333	2,083	1,750
Sciences								
Agricultural Sciences	121	74	1,402	1,375	2.0	1,900	1,350	1,090
Biological Sciences	30	44	1,388	1,419	- 2.2	1,833	1,295	1,033
Chemistry	48	48	1,761	1,712	2.9	2,250	1,754	1,210
Computer Science	1,137	661	2,004	1,941	3.3	2,268	2,050	1,650
Health (Medical) Professions	162	103	1,596	1,584	0.8	2,083	1,667	1,083
Mathematics	92	82	1,926	1,799	7.1	2,220	2,018	1,380
Other Physical & Earth Sciences	74	37	1,816	1,746	4.0	2,350	1,936	1,041
	14,510	10,831						

[1]Includes economics programs with both business and social science orientation.

Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas Fayetteville
Auburn
Baylor
Bentley
Boston
Brigham Young
Brown
Bucknell
Calif. Inst. Tech
California
—Berkeley
—Los Angeles
Calif. Poly State-San Luis Obispo
California State
—Chico
—Fresno
—Long Beach
—Sacramento
Calif. State Poly-Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago - Grad Sch. of Bus.
City Univ. NY
—Bernard M. Baruch College
—City College
—Hunter College
Clemson
Cleveland State
Colorado
Colorado Mines
Colorado State
Columbia
Columbia - Grad Sch. of Bus.
Connecticut
Cornell
Dartmouth
Delaware
Delaware State
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.
Fairleigh Dickinson-Teaneck
Florida A & M
George Washington
Georgia
Georgia Tech
Grambling State
Grove City
Houston
IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana
—Engineering
—Commerce, Business
Indiana
IUP - Indiana, PA
Iowa
Iowa State
—Engineering
—Science, Humanities
Jackson State
Kansas
—Arts
—Business
—Engineering
Kansas State
Kentucky
Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech
Maine-Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan
—Ann Arbor Engineering
—Ann Arbor - Grad Sch. of Bus.
—Dearborn
Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri
—Columbia Engineering
—Kansas City
—Rolla
—St. Louis
Montana
Montana State
Morgan State
Mount Holyoke
Nebraska-Lincoln
Nevada-Reno
New Jersey Tech
New Mexico
New Mexico State
NYU - Grad Sch. of Bus.
North Carolina
—Chapel Hill
—Greensboro
North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northwestern
Northwestern
—Kellogg Grad Sch.
Ohio
Ohio State
—Administrative
—Arts
—Engineering
Oklahoma
Oklahoma State
Oklahoma State
—Agriculture
—Engineering
Oregon
Oregon State
Penn
Penn - Wharton Grad Sch.
Penn State
Penn State - Capitol Campus
Pittsburgh
Polytechnic Institute of NY
Portland
Prairie View A & M
Princeton
Purdue
Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers
—Camden Arts, Science
—New Brunswick
San Diego State
San Jose State
Smith
South Carolina State
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois
—Carbondale
—Edwardsville
Southern Methodist
Southern Univ. - Baton Rouge
Stanford
Stanford - Grad Sch. of Bus.
SUNY-Buffalo
Temple
Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M
Texas Tech
Texas
—Arlington
—Austin Bus. Admin.
—Austin Engineering
—El Paso
Toledo
Tulane
Union
Utah
Utah State
Vanderbilt
Vanderbilt - Owen Grad Sch.
Vassar
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech
Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Wayne State
West Virginia
Williams
Wisconsin - Madison
—Agriculture
—Arts
—Business
—Engineering
Worcester Poly
Yale
Yale - Org. & Mgmt.

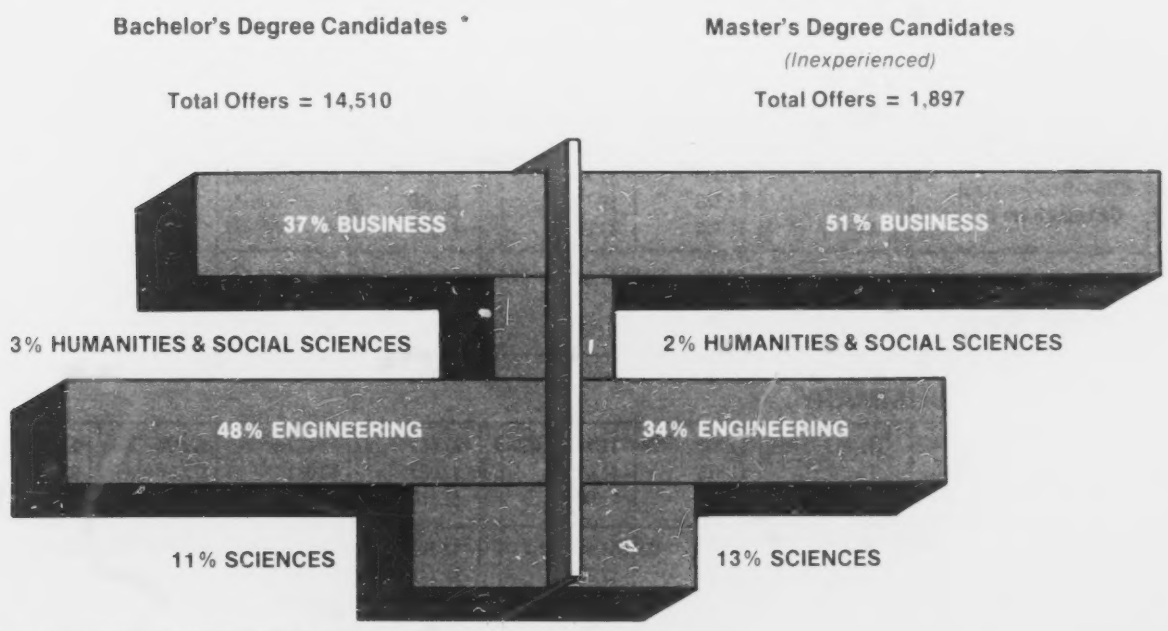
AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers March 1984	Number of Offers March 1983	Average $ Offers March 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Accounting/Auditing	3,455	2,876	$1,619	$1,565	3.5	$1,800	$1,625	$1,463
Business Administration	654	510	1,499	1,464	2.4	2,000	1,458	1,083
Communications	85	50	1,516	1,498	1.2	2,175	1,379	1,000
Community & Service Orgs. Work	72	74	1,343	1,175	14.3	1,865	1,259	900
EDP-Programming/Systems	1,241	752	1,996	1,943	2.7	2,270	2,047	1,620
Engineering	6,400	4,945	2,168	2,115	2.5	2,405	2,200	1,800
Farm & Natural Resources Mgmt.	38	17	1,347	1,326	1.6	1,754	1,317	1,000
Finance & Economics	303	219	1,523	1,563	- 2.6	1,917	1,516	1,125
Health (Medical) Services	184	125	1,543	1,530	0.9	2,000	1,582	1,000
Manufacturing &/or Industrial Oprs.	324	215	1,991	1,924	3.5	2,350	2,041	1,500
Mathematics/Statistics	74	46	1,844	1,734	6.3	2,167	1,914	1,380
Merchandising/Sales Promotion	521	319	1,373	1,318	4.2	1,675	1,333	1,085
Personnel/Employee Relations	86	35	1,440	1,375	4.7	2,000	1,369	1,000
Research—Non-Scientific	67	29	1,715	1,649	4.0	2,330	1,808	1,000
Research—Scientific	206	153	1,916	1,805	6.2	2,350	2,028	1,263
Rotational Training—Non-Technical	195	119	1,380	1,397	- 1.2	1,750	1,300	1,083
Rotational Training—Technical	97	64	2,066	1,900	8.7	2,400	2,151	1,500
Sales—Non-Technical Degree	458	248	1,493	1,464	2.0	1,833	1,500	1,100
Sales—Tech./Scientific Degree	50	35	1,823	1,880	- 3.0	2,250	1,867	1,250
	14,510	10,831						

PROPORTION OF OFFERS BY CURRICULAR AREA

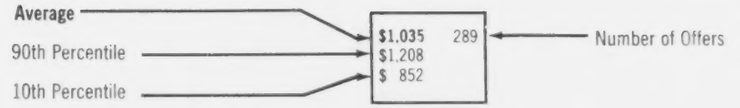


*Due to rounding of figures, total may not equal 100%

Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 2 ■ March 1984 ■ Data combined for men and women

Diagram indicates arrangement of data in blocks.



The 90th percentile is that salary offer above which 10 percent of the offers are located. The 10th percentile is that salary offer below which 10 percent of the offers are located. Not computed for fewer than 20 offers.

NON-TECHNICAL

CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING ■ INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING ■ INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING ■ INDUSTRIAL: Building Materials Mfrs. & Construction	MANUFACTURING ■ INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING ■ INDUSTRIAL: Food & Beverage Processing	MANUFACTURING ■ INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Metals & Metal Products	MANUFACTURING ■ INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING ■ INDUSTRIAL: Research &/or Consulting Organizations	MANUFACTURING ■ INDUSTRIAL: Tire & Rubber	MANUFACTURING ■ INDUSTRIAL: Utilities—Public (incl. Transportation)	GOVT ■ NON-PROFIT: Government—Federal	GOVT ■ NON-PROFIT: Government—Local/State	GOVT ■ NON-PROFIT: Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																			
Accounting	$1,622 2,856 $1,792 $1,500	$1,486 92 $1,916 $1,150	$1,514 71 $1,900 $1,125	$1,667 51 $1,935 $1,416	$1,801 14	$1,548 9	$1,748 45 $2,000 $1,575	$1,667 21 $1,995 $1,416	$1,672 42 $1,875 $1,458	$1,789 16	$1,468 12	$1,745 135 $1,875 $1,608	$1,583 6	$1,605 2	$1,655 26 $1,883 $1,450	$1,446 20 $1,600 $1,114	$1,464 21 $1,600 $1,320	$1,411 15
Business—General (incl. Mgmt.)	$1,646 79 $1,880 $1,417	$1,420 263 $1,833 $1,000	$1,335 476 $1,625 $1,083	$1,739 162 $2,150 $1,360	$1,545 12	$1,536 20 $1,667 $1,416	$1,759 40 $2,100 $1,500	$1,636 40 $1,935 $1,400	$1,628 72 $2,000 $1,250	$1,673 26 $2,000 $1,333	$1,672 13	$1,824 60 $2,058 $1,583	$1,648 32 $2,000 $1,333	$1,300 2	$1,740 30 $2,417 $1,083	$1,298 33 $1,525 $1,100	$1,466 15	$1,357 10
Marketing & Distribution	$1,658 2	$1,536 34 $2,083 $1,100	$1,372 299 $1,667 $1,083	$1,581 53 $1,900 $1,200	$1,640 17	$1,610 9	$1,651 35 $1,833 $1,400	$1,516 28 $2,000 $1,100	$1,585 47 $2,000 $1,250	$1,567 17	$1,504 7	$1,604 8	$1,420 5		$1,596 20 $1,800 $1,250	$1,404 6	$ 811 3	$1,263 4
Humanities	$1,416 2	$1,368 20 $1,800 $1,000	$1,246 61 $1,700 $ 834	$1,573 8	$2,083 1	$1,306 3	$1,455 6	$1,734 4	$1,458 1		$1,471 2		$1,271 4		$1,766 4	$1,463 8	$1,455 9	$1,154 20 $1,414 $1,000
Economics	$1,685 11	$1,396 27 $1,950 $ 950	$1,214 17	$1,289 3	$2,025 2	$1,000 1	$1,797 5	$1,416 4	$1,470 5		$1,250 1	$1,610 1	$1,483 3		$1,750 1	$1,521 3	$1,384 1	$1,385 2
Other Social Sciences	$1,625 1	$1,257 22 $1,650 $ 917	$1,266 108 $1,666 $ 916	$1,602 10	$1,484 6	$ 800 1	$1,267 3	$1,397 5	$1,433 4	$1,083 1	$1,813 2	$2,000 1	$1,267 4		$1,567 7	$1,442 20 $1,750 $1,200	$1,338 20 $1,750 $ 916	$1,214 52 $1,474 $ 958
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$1,925 138 $2,201 $1,708	$2,383 119 $3,333 $1,750	$1,882 49 $2,750 $1,250	$2,126 26 $2,500 $1,700	$1,700 2	$2,177 4	$2,380 16	$2,160 9	$2,459 17	$2,090 5	$2,126 5	$2,099 20 $2,375 $1,800	$2,292 17		$2,038 9	$1,758 4	$1,625 5	$1,588 4
MBA—Technical Undergraduate Degree	$2,088 14	$2,510 15	$2,040 2	$2,321 18	$2,576 4	$2,167 1	$2,715 7	$2,549 4	$2,759 2	$2,463 5	$1,917 1	$2,564 8	$2,979 4		$2,711 3		$1,900 1	
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,623 2,951 $1,792 $1,500	$1,430 458 $1,875 $1,000	$1,343 1,032 $1,667 $1,000	$1,683 287 $2,083 $1,320	$1,667 52 $2,083 $1,200	$1,508 43 $1,667 $1,250	$1,704 134 $2,000 $1,400	$1,593 102 $2,000 $1,250	$1,617 171 $1,950 $1,254	$1,664 60 $1,950 $1,333	$1,559 37 $1,950 $1,250	$1,763 205 $2,000 $1,583	$1,554 54 $1,916 $1,100	$1,453 4	$1,669 88 $2,090 $1,235	$1,392 90 $1,750 $1,114	$1,397 69 $1,750 $ 975	$1,250 103 $1,580 $1,000
Technical Curricula	$1,871 67 $2,125 $1,583	$1,688 82 $2,250 $1,333	$1,650 127 $2,333 $1,100	$2,169 3,825 $2,342 $1,993	$2,220 370 $2,400 $1,920	$1,918 198 $2,300 $1,500	$2,224 625 $2,425 $1,950	$2,157 504 $2,333 $1,959	$2,028 129 $2,425 $1,333	$2,149 119 $2,425 $1,750	$2,157 197 $2,350 $1,850	$2,349 606 $2,700 $1,958	$2,040 289 $2,375 $1,560	$2,114 37 $2,290 $1,750	$2,182 520 $2,400 $1,925	$1,719 588 $2,000 $1,441	$1,674 112 $1,950 $1,333	$1,560 175 $2,000 $1,000

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL				
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment
Aeronautical Engineering				$2,174 114 $2,360 $2,040	$2,345 1	$2,291 1	$2,000 1	$2,284 2
Chemical Engineering		$1,370 1		$2,204 66 $2,485 $2,000	$2,185 10	$2,044 6	$2,305 303 $2,425 $2,140	$2,198 15
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)	$2,250 1	$1,342 1	$ 900 1	$2,096 36 $2,500 $1,708	$2,246 7	$1,825 98 $2,140 $1,500	$2,128 4	$2,092 5
Electrical Engineering (incl. Computer Engrg.)	$1,942 6	$2,083 1	$2,217 6	$2,212 1,938 $2,370 $2,042	$2,246 85 $2,383 $2,100	$2,150 14	$2,234 80 $2,400 $2,100	$2,185 251 $2,335 $2,000
Geological Engineering	$1,120 1		$ 700 1					
Industrial Engineering	$1,973 24 $2,125 $1,750	$2,428 3	$1,944 9	$2,099 133 $2,296 $1,845	$2,141 31 $2,350 $1,875	$2,131 8	$2,168 19	$2,103 22 $2,300 $1,677
Mechanical Engineering		$2,417 2	$2,114 8	$2,171 657 $2,325 $2,060	$2,242 159 $2,417 $1,977	$2,101 37 $2,340 $1,834	$2,257 122 $2,425 $2,130	$2,193 116 $2,333 $2,083
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,183 15	$2,282 19		$2,147 8	$2,105 2
Mining Engineering			$1,653 3	$1,040 1		$1,125 1	$2,079 2	
Nuclear Engineering (incl. Engrg. Physics)				$2,186 12				$2,230 1
Petroleum Engineering	$1,667 1			$2,412 7		$2,445 1	$2,250 1	
Engineering Technology			$1,795 6	$2,078 193 $2,270 $1,900	$2,400 15	$1,891 20 $2,225 $1,525	$1,961 7	$2,024 25 $2,333 $1,625
Agricultural Sciences	$1,500 1	$1,452 14	$1,327 29 $1,666 $1,000	$1,015 2		$1,318 3	$1,525 8	$1,600 2
Biological Sciences			$1,262 4	$1,587 2	$1,584 2	$1,440 1	$2,396 2	
Chemistry			$2,333 1	$1,833 4			$1,875 25 $2,255 $1,583	
Computer Science	$1,814 30 $2,060 $1,583	$1,669 40 $1,917 $1,375	$1,751 37 $2,100 $1,417	$2,085 600 $2,292 $1,900	$2,063 36 $2,350 $1,700	$1,833 7	$1,952 37 $2,250 $1,500	$2,061 54 $2,258 $1,833
Health (Medical) Professions		$1,500 1	$1,692 16				$2,094 4	$ 938 1
Mathematics	$1,917 2	$1,812 16	$1,193 2	$2,095 35 $2,250 $1,875	$2,149 5		$1,975 1	$2,133 7
Other Physical & Earth Sciences	$1,540 1	$1,303 3	$1,110 4	$2,091 10		$1,925 1	$1,833 1	$2,375 1

Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	GOVT & NON-PROFIT: Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
				$2,217 3	$2,125 1		$1,781 17	$1,675 1	$1,400 1
$2,338 28 $2,425 $2,167	$2,326 38 $2,500 $2,164	$2,059 10	$2,387 88 $2,500 $2,200	$2,141 12	$2,262 15	$2,245 22 $2,365 $2,100	$1,649 13	$1,306 2	
$2,415 1	$2,232 2	$1,904 8	$2,404 11	$1,961 66 $2,140 $1,600		$1,938 46 $2,400 $1,583	$1,776 54 $1,916 $1,450	$1,686 74 $1,856 $1,536	
$2,304 12	$2,249 15	$2,201 26 $2,300 $2,083	$2,337 45 $2,583 $2,150	$2,226 64 $2,400 $2,083	$2,187 3	$2,259 220 $2,450 $2,100	$1,749 277 $2,074 $1,448	$2,384 6	$2,212 4
			$2,304 19	$1,500 1			$1,138 1	$1,300 2	$ 850 1
$2,184 14	$2,076 11	$2,178 17	$2,405 5	$2,100 15		$2,238 15	$1,804 10	$2,108 2	$1,875 2
$2,180 26 $2,300 $1,800	$2,179 29 $2,325 $2,000	$2,210 63 $2,400 $2,042	$2,345 127 $2,500 $2,101	$2,239 38 $2,500 $2,000	$2,163 8	$2,207 134 $2,385 $2,050	$1,723 112 $2,000 $1,448	$1,880 2	$2,000 2
		$2,222 38 $2,300 $2,125	$2,496 2	$2,083 1		$2,207 2	$1,812 6		
		$2,296 4	$2,379 5			$2,030 1	$1,733 3	$1,625 2	
				$2,180 3		$2,257 10			
		$2,400 1	$2,570 161 $2,850 $2,100	$1,866 3		$2,350 1	$1,747 3		
$1,870 9	$2,100 3	$2,124 6	$2,288 19	$1,841 13		$2,042 12	$1,981 9		$1,563 2
$1,466 29 $2,000 $1,000	$1,610 3	$1,575 2	$1,843 4	$1,292 3			$1,178 12	$1,370 8	$1,108 1
	$1,050 1			$1,567 3		$1,384 2		$1,050 2	$1,218 11
$1,210 1	$1,847 3	$1,850 1	$1,775 4	$1,503 5	$1,460 1		$1,147 2		$1,042 1
$2,002 8	$1,858 13	$1,967 19	$2,040 92 $2,208 $1,900	$2,025 41 $2,400 $1,583	$1,849 8	$2,101 44 $2,375 $1,550	$1,651 48 $1,951 $1,380	$1,754 4	$1,543 19
				$1,300 1		$1,480 5	$1,305 2	$1,450 5	$1,592 127 $2,000 $1,060
$2,300 1		$2,200 2	$1,860 1	$1,824 6	$2,050 1	$1,982 3	$1,478 8		$ 842 2
	$1,208 1		$2,195 23 $2,400 $1,875	$1,617 11		$1,797 3	$1,558 11	$1,517 2	$1,201 2

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers March 1984	Number of Offers March 1983	Average $ Offers March 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	314	171	$1,924	$1,891	1.8%	$2,167	$1,958	$1,666
MBA—Non-technical undergraduate								
Less than 1 year	449	327	2,116	2,215	– 4.5	2,775	2,083	1,666
Over 1 to 2 years[2]	113	71	2,399	2,484	– 3.4	3,083	2,330	1,750
Over 2 to 4 years[2]	87	58	2,577	2,632	– 2.1	3,333	2,500	2,000
Over 4 years[2]	103	45	2,641	2,672	– 1.2	3,333	2,667	1,834
MBA—Technical undergraduate								
Less than 1 year	89	64	2,434	2,524	– 3.6	3,050	2,350	1,900
Over 1 to 2 years[2]	27	23	2,689	2,722	– 1.2	3,167	2,550	2,125
Over 2 to 4 years[2]	21	13	2,689	2,780	– 3.3	3,500	2,667	2,166
Over 4 years[2]	16	10	2,858	2,800	2.1	*	*	*
MS—Business (incl. Management, Marketing, Finance, etc.)	87	44	2,032	2,122	– 4.2	2,650	2,000	1,545
Industrial Mgmt. (incl. Industrial Admin.)	18	8	2,102	2,196	– 4.3	*	*	*
Administration (incl. Public, Hospital, etc.)	12	23	1,768	1,868	– 5.4	*	*	*
Humanities and Social Sciences								
Humanities	14	12	1,344	1,617	–16.9	*	*	*
Social Sciences	33	33	1,595	1,606	– 0.7	2,083	1,500	1,083
Engineering								
Chemical	78	23	2,502	2,404	4.1	2,700	2,500	2,231
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	54	18	2,251	2,260	– 0.4	2,600	2,275	1,800
Electrical (incl. Computer Engrg.)	267	163	2,537	2,461	3.1	2,775	2,550	2,283
Industrial	45	25	2,464	2,291	7.6	2,716	2,450	2,167
Mechanical	186	123	2,510	2,400	4.6	2,725	2,500	2,292
Nuclear (incl. Engrg. Physics)	11	10	2,511	2,386	5.2	*	*	*
Sciences								
Chemistry	21	5	2,198	2,203	– 0.2	2,750	2,291	1,666
Computer Science	155	48	2,451	2,359	3.9	2,833	2,450	2,042
Geology & Related Geological Sciences	28	30	2,323	2,472	– 6.0	2,700	2,460	1,666
Mathematics	15	5	2,301	2,124	8.3	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	21	7	2,464	2,417	1.9	2,625	2,450	2,250
	2,264	1,359						

Doctoral Candidates

Engineering								
Chemical	31	19	$3,201	$3,130	2.3%	$3,500	$3,250	$2,800
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	5	4	3,195	2,936	8.8	*	*	*
Electrical (incl. Computer Engrg.)	42	39	3,247	3,200	1.5	3,834	3,321	2,500
Mechanical	11	11	3,162	3,150	0.4	*	*	*
Sciences								
Chemistry	54	41	2,880	2,694	6.9	3,167	2,916	2,600
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	9	12	2,939	2,585	13.7	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	4	4	3,365	3,072	9.5	*	*	*
Physics	15	29	3,006	2,903	3.6	*	*	*
	171	159						

[1] One year or less of full-time, non-military employment unless otherwise indicated.

[2] Years of previous full-time, non-military employment.

* Not computed for fewer than 20 offers.